

## AMENDMENTS TO THE CLAIMS

1 1. (Currently amended) A computer-implemented method of guiding an individual  
2 creating a new goal to facilitate alignment of the new goal, the method comprising:  
3 receiving user input from the individual relating to creation of the new goal in a  
4 goal management system;  
5 ensuring that the new goal is a child goal of a parent goal in the goal management  
6 system;  
7 ensuring that the parent goal is linked to a team that includes the individual; and  
8 storing the new goal, such that the goal management system accumulates a  
9 collection of goals and goal relationships for future reference.

1 2. (Original) The method of Claim 1, wherein ensuring that the parent goal is  
2 linked to a team that includes the individual comprises:  
3 identifying multiple teams that include the individual; and  
4 prompting the individual to select one of the multiple teams.

1 3. (Original) The method of Claim 2, wherein prompting the individual to select  
2 one of the multiple teams comprises automatically identifying a default team.

1 4. (Original) The method of Claim 1, further comprising:  
2 identifying one or more candidate parent goals that are linked to the team that  
3 includes the individual; and  
4 prompting the individual to select a goal among the one or more candidate parent  
5 goals to be the parent goal to the new goal.

1 5. (Original) The method of Claim 4, wherein prompting the individual to select  
2 a goal comprises automatically identifying a default parent goal.

1 6. (Original) The method of Claim 1, further comprising:  
2 prompting the individual to specify a team to be linked directly to the new goal;

ensuring that the specified team is owned by the individual; and  
saving the new goal as a team goal for the specified team.

7. (Original) The method of Claim 6, wherein prompting the individual to  
specify a team and ensuring that the specified team is owned by the individual comprises:  
identifying two or more teams owned by the individual; and  
prompting the individual to select the team to be linked directly to the new goal  
from the two or more identified teams.

8. (Original) The method of Claim 1, further comprising:  
recognizing an organizational role for the individual; and  
customizing content of a user interface, based on the organizational role of the  
individual, such that the user interface with the customized content  
provides goal creation guidance according to the organizational role.

9. (Original) The method of Claim 8, wherein customizing content of a user  
interface comprises providing specialized instructions and sample content for  
characteristics of the new goal.

10. (Original) The method of Claim 8, wherein customizing content of a user  
interface comprises:  
retrieving a specialized template, based on a department and a job title for the  
individual; and  
providing specialized instructions and sample content for characteristics of the  
new goal, based on the specialized template.

11. (Original) The method of Claim 10, wherein providing specialized  
instructions and sample content for characteristics of the new goal comprises providing  
customized content for a goal-objective characteristic, a goal-measure characteristic, and  
a goal-activity characteristic for the new goal.

12. (Original) The method of Claim 1, further comprising prompting the individual to select a category for the new goal from a list of high-level goals.

13. (Currently amended) A computer-implemented method of guiding goal creation according to approved relationships between goals, teams, and individuals, the method comprising:

authenticating an individual, based on a user identifier;  
retrieving an organizational profile for the individual, based on the user identifier,  
wherein the organizational profile includes a department for the individual  
in an organization and a job title for the individual in the organization;  
receiving a request from the individual to begin creating a new goal;  
identifying a first team as a default team to be associated with the new goal;  
receiving input from the individual identifying a second team to be associated  
with the new goal in lieu of the first team;  
prompting the individual to select between creating the new goal from scratch and  
copying the new goal from an existing goal;  
in response to the individual selecting to copy the new goal from an existing goal,  
presenting a search interface that includes default values for search  
parameters, wherein the default values are based on the department, the  
job title, and a manager for the individual;  
in response to the individual requesting a goal search from the search interface,  
returning a list of goals that match the search parameters of the search  
interface;  
in response to the individual selecting a goal from the list of goals, copying  
content from the selected goal into the new goal and providing at least one  
interface for the individual to modify the content for the new goal;  
in response to the individual selecting to create the new goal from scratch,  
retrieving a specialized template based on the department and the job title  
for the individual, wherein the specialized template includes specialized  
instructions and sample content for characteristics of the new goal,

28 wherein the characteristics with specialized instruction and sample content  
29 include a goal-objective characteristic, a goal-measure characteristic, and a  
30 goal-activity characteristic for the new goal; and  
31 presenting the specialized instructions and sample content to the individual.

1 14. (Original) Software for creating goals that comply with approved  
2 relationships between goals, teams, and individuals, the software comprising:  
3 means for ensuring that a new goal is a child goal of a parent goal; and  
4 means for ensuring that the parent goal is linked to a team which includes the  
5 individual.

1 15. (Original) A program product for guiding an individual creating a new goal,  
2 the program product comprising:  
3 computer instructions that:  
4 ensure that the new goal is a child goal of a parent goal; and  
5 ensure that the parent goal is linked to a team that includes the individual; and  
6 a computer-usable medium encoding the computer instructions.

1 16. (Original) The program product of Claim 15, wherein the computer  
2 instructions, which ensure that the parent goal is linked to a team that includes the  
3 individual, further comprise computer instructions that:  
4 identify multiple teams that include the individual; and  
5 prompt the individual to select one of the multiple teams that include the  
6 individual.

1 17. (Original) The program product of Claim 16, wherein the computer  
2 instructions, which prompt the individual to select one of the multiple teams, further  
3 comprise computer instructions that automatically identify a default team.

1 18. (Original) The program product of Claim 15, wherein the computer-usable  
2 medium further encodes computer instructions that:

3 identify one or more candidate parent goals that are linked to the team that  
4 includes the individual; and  
5 prompt the individual to select a goal among the one or more candidate parent  
6 goals to be the parent goal to the new goal.

1 19. (Original) The program product of Claim 18, wherein the computer  
2 instructions, which prompt the individual to select a goal, further comprise computer  
3 instructions that automatically identify a default parent goal.

1 20. (Original) The program product of Claim 15, wherein the computer-usable  
2 medium further encodes computer instructions that:  
3 prompt the individual to specify a team to be linked directly to the new goal;  
4 ensure that the specified team is owned by the individual; and  
5 save the new goal as a team goal for the specified team.

1 21. (Original) The program product of Claim 20, wherein the computer  
2 instructions which prompt the individual to specify a team and ensure that the specified  
3 team is owned by the individual comprise computer instructions that:  
4 identify two or more teams owned by the individual; and  
5 prompt the individual to select the team to be linked directly to the new goal from  
6 the two or more identified teams.

1 22. (Original) The program product of Claim 15, wherein the computer-usable  
2 medium further encodes computer instructions that:  
3 recognize an organizational role for the individual; and  
4 customize content of a user interface, based on the organizational role of the  
5 individual, such that the user interface with the customized content  
6 provides goal creation guidance according to the organizational role.

1 23. (Original) The program product of Claim 22, wherein the computer  
2 instructions, which customize content of a user interface, further comprise computer

instructions that provide specialized instructions and sample content for characteristics of the new goal.

24. (Original) The program product of Claim 22, wherein the computer instructions, which customize content of a user interface, further comprise computer instructions that:

- retrieve a specialized template, based on a department and a job title for the individual; and
- provide specialized instructions and sample content for characteristics of the new goal, based on the specialized template.

25. (Original) The program product of Claim 24, wherein the computer instructions which provide specialized instructions and sample content for characteristics of the new goal comprise computer instructions which provide customized content for a goal-objective characteristic, a goal-measure characteristic, and a goal-activity characteristic for the new goal.

26. (Original) The program product of Claim 15, wherein the computer-usable medium further encodes computer instructions that prompt the individual to select a category for the new goal from a list of high-level goals.

27. (Original) The program product of Claim 15, wherein the computer-usable medium comprises a member selected from the group consisting of (i) electronic signals modulated in accordance with the computer instructions, (ii) magnetic readable storage material, (iii) optically readable storage material, and (iv) optical signals modulated in accordance with the computer instructions.

28. (Currently amended) A computer-implemented method of aligning, in a goal management system, a new goal of an entity, the method comprising:

- receiving user input from an individual relating to creation of the new goal;
- ensuring that the new goal is a child goal of a parent goal in the goal management system;

6 ensuring that a group is linked to the parent goal;  
7 ensuring that the entity is subordinate to the group; and  
8 storing the new goal in the goal management system, such that the goal  
9 management system accumulates a collection of goals and goal  
10 relationships for future reference.

1 29. (Original) The method of Claim 28, wherein:  
2 the entity is an individual;  
3 the group is a team; and  
4 the new goal is a team-related goal.

1 30. (Original) The method of Claim 28, wherein:  
2 the entity and the group are teams; and  
3 the new goal is a team goal.

1 31. (Currently amended) A computer-implemented method of facilitating contextual  
2 alignment of a new goal, the method comprising:  
3 receiving user input relating to creation of the new goal;  
4 recognizing an organizational role for an entity; and  
5 customizing content of a user interface, based on the organizational role of the  
6 entity, such that the user interface with the customized content provides  
7 goal creation guidance according to the organizational role.

1 32. (Original) The method of Claim 31, wherein customizing content of a user  
2 interface comprises providing specialized instructions and sample content for  
3 characteristics of the new goal.

1 33. (Original) The method of Claim 31, wherein customizing content of a user  
2 interface comprises:  
3 retrieving a specialized template, based on a department for the entity; and  
4 providing specialized instructions and sample content for characteristics of the  
5 new goal, based on the specialized template.

1 34. (Original) The method of Claim 33, wherein providing specialized  
2 instructions and sample content for characteristics of the new goal comprises providing  
3 customized content for a goal-objective characteristic, a goal-measure characteristic, and  
4 a goal-activity characteristic for the new goal.

1 35. (Original) The method of Claim 31, further comprising:  
2 ensuring that the new goal is a child goal of a parent goal;  
3 ensuring that a group is linked to the parent goal; and  
4 ensuring that the entity is subordinate to the group.

1 36. (Original) The method of Claim 35, further comprising:  
2 identifying multiple groups that include the entity; and  
3 prompting an individual to select one of the multiple groups.

1 37. (Original) The method of Claim 35, further comprising:  
2 identifying one or more candidate parent goals that are linked to the group; and  
3 prompting an individual to select a goal among the one or more candidate parent  
4 goals to be the parent goal to the new goal.

1 38. (Original) A system for guiding an individual creating a new goal, the system  
2 comprising:  
3 processing resources that:  
4 receive user input relating to creation of the new goal;  
5 ensure that the new goal is a child goal of a parent goal;  
6 ensure that the parent goal is linked to a team that includes the individual; and  
7 cause the new goal to be stored, such that the system facilitates goal alignment.

1 39. (Original) An apparatus comprising:  
2 computer program instructions that generate an electronically displayable user  
3 interface which guides an individual creating a new goal, the user interface  
4 comprising:



5 a first selection list which includes multiple teams that include the individual;  
6 a second selection list which includes multiple goals associated with a selected  
7 team from the first selection list; and  
8 a continue button which, when selected, initiates creation of a new goal with a  
9 team link to the selected team and a parent link to a selected goal from the  
10 second selection list.

1 40. (Original) An apparatus comprising:  
2 computer program instructions that generate an electronically displayable user  
3 interface which guides an individual creating a new goal, the user interface  
4 comprising:  
5 specialized instructions and sample content for characteristics of the new goal,  
6 wherein the specialized instructions and sample content provide goal  
7 creation guidance according to a role of the individual within an  
8 organization, such that the specialized instructions and sample content  
9 facilitate contextual alignment between the new goal and the role of the  
10 individual.

1 41. (Original) The apparatus of Claim 40, wherein the specialized instructions  
2 and sample content are based on a department and a job title for the individual.

1 42. (Original) The apparatus of Claim 40, wherein the specialized instructions  
2 and sample content comprise customized content for a goal-objective characteristic, a  
3 goal-measure characteristic, and a goal-activity characteristic for the new goal.